

**'Selfless service'**  
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[christopher.goodman@lnd.amedd.army.mil](mailto:christopher.goodman@lnd.amedd.army.mil)

Contact: Spc. Goodman

DSN 486-8144

COM 06371 86 8144

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MEDCOM Equal Opportunity Advisor of the Year

By Spc. Todd Goodman

Landstuhl Regional Medical Center's police of political correctness, Equal Opportunity Advisor Sgt. 1<sup>st</sup> Class Charlotte Phillips, was selected Oct. 6 as the Medical Command EOA of the Year.

Recommended by LRMC Command Sgt. Maj. Craig A. Layton and European Regional Command Sgt. Maj. Gregory Griffin, her packet was submitted to a board where it competed against all MEDCOM EO advisors. She credits her victory to the support staff she has at LRMC.

"She is the first EO advisor I've recommended for this award," said CSM Layton. "Her passion and commitment to the program, along with the fact that she treats everyone with dignity and respect made it easy for me to recommend her."

"This is not my award," said Phillips. "It belongs to my command and the LRMC EO leaders who really help me get the message out."

That message goes like this – no one shall be discriminated against based on race, color, gender, nationality or religion. And sexual harassment? Forget about it. She acts as a sounding board, counselor and mediator. At times, this can be a heavy burden.

“Sometimes I just want be Sfc. Phillips or Charlotte,” she said. “You know, without going to the BX and hearing, ‘Oh, no, here comes EO.’ But it’s nice that people know where I stand. It’s kind of like when your mom and dad come around ... you are going to straighten up a little bit.”

Her job includes monitoring awards and promotions, to ensure they are presented equally to both men and women, as well as people of different backgrounds and color. She also does a lot of mediation, basically playing the role of a nicer Judge Judy.

“There are plenty of cases where one person cannot get along with another person with no conflict resolution in sight,” she said. “Typically, there is a lack of communication between them, so I put the foes in a non-threatening environment, allow one to speak and give the other a chance for a rebuttal. Meditation is like peeling an onion. There is a lot of surface anger, but it usually takes hours to get at the real source of the problem.”

Most of the time, however, the job of an EO advisor is much simpler. For instance, if someone speaking to a formation decides to drop a few F-bombs, Phillips quickly will correct the issue.

“Sometimes just approaching people and letting them know that what they said was inappropriate will do the trick,” she said. “Just give them something to think about.”

What is offensive to one person, may not be offensive to another person. It’s important to behave properly when in mixed company or large groups.

“People act differently,” she said. “Not everyone is politically correct all of the time. People are raised with different sets of values. However, I represent the Army’s value system.”

She next will represent that value system Dec. 6-10 at the EOA competition for the Department of the Army.